

untary incentives as possible. New caps on agency budgets will force agencies to cut employment. Agencies need the cost-effective incentives provided in this bill in order to avoid excessive reductions-in-force that are costly, disruptive, and disproportionately strike younger workers, many of whom are recently hired women and minorities. With the "buyout" authority granted by this legislation, agencies can target employees in unnecessary high level jobs and maximize savings.

Consistent with the clear intent of the Act, I will interpret the term "full-time equivalent positions," used in the legislation to define annual employment ceilings, to mean "full-time equivalent employment."

This Act also will modernize the law governing Federal employee training. It will permit new flexibility in choosing the best and most cost-effective training and place new emphasis on retraining our employees to move into new career fields where their talents are most needed.

After all the rhetoric about cutting the size and cost of Government, our Administration has done the hard work and made the tough choices. I believe the economy will be stronger, and the lives of middle class people will be better, as we drive down the deficit with legislation like this. We can maintain and expand our recovery so long as we keep faith with deficit reduction and sensible, fair policies like this.

**William J. Clinton**

The White House,  
March 30, 1994.

NOTE: H.R. 3345, approved March 30, was assigned Public Law No. 103-226. An original was not available for verification of the content of this statement.

### **Message on the Observance of Easter, 1994**

*March 30, 1994*

Warmest greetings to all who are observing Easter Sunday. Easter is a time of hope and great joy for Christians the world over. It is a time to reflect on the blessings of rebirth, as the seasons transform and the cycle

of life renews itself once again. This celebration holds the promise of new beginnings, fresh approaches to old problems, and the exciting prospect of a brighter future.

On this day when families gather together and worshipers attend church services, we hope for a stronger sense of community in this great nation. As we welcome the return of spring, let us rededicate ourselves to a season of renewed hope and faith, a season of peace and regeneration.

Hillary and I extend our best wishes for a happy Easter.

**Bill Clinton**

NOTE: This message was made available by the Office of the Press Secretary on March 30 but was not issued as a White House press release.

### **Nomination for Ambassador to Algeria**

*March 30, 1994*

The President today announced his intention to nominate Ronald E. Neumann, of California, as Ambassador to Algeria.

"Ronald Neumann has exhibited dedication and diplomacy throughout his career," the President said. "His experience in the Middle East makes him uniquely qualified for this important position."

NOTE: A biography of the nominee was made available by the Office of the Press Secretary.

### **Nomination for Chief Financial Officer at the Department of Energy**

*March 30, 1994*

The President today announced his intention to nominate Joseph F. Vivona as the Chief Financial Officer at the Department of Energy.

"Joseph Vivona's experience and expertise in the area of fiscal responsibility will be a great asset to the Department," the President said.

NOTE: A biography of the nominee was made available by the Office of the Press Secretary.